



Referees Committee - Minutes - 14^h April 2021

In Attendance:

Roger Fox (RF) Russell Howes (RH) Nicholas Wright (NW)
Lib Di Cesare (LDC) Jordan Nelson-Hall (JNH) David Hooker (DH)
Bobby Bernini (BB) John Taylor (JT)
Alison Wade (AW) Paul Howard (PH) Steve Kelly (SK)

1. Apologies / Welcome

No apologies

Stephen Down has been nominated by the board in place of Beth Archer who has resigned from her roles at London FA

2. KPIs

NW - KPIs as of 14/04/2021

KPI	Target	Diff.	2020-10	2021-04
Female	84	-23	61	N/A
BAME	N/A	N/A	N/A	N/A
Numbers	830	-35	795	N/A

NW - Explained the change in numbers KPIs and why they were no longer accessible. The new KPIs due to come in on 2021-2024 season.

NW - New KPIs from The FA - 2021 - 2024. Recruitment, Progression, Retention and Conversion.

AW - L5 to L4 not included in conversion KPI, why?

NW - to get a response from The FA regarding why they are not included in the current KPIs

3. Election of officials

RF - led on the election of officials for the council

For Chair - only RH was nominated as a result - RH was confirmed unanimously to continue as Chair of the committee

For Vice Chairperson - Steve Kelly & Alison Wade - SK was confirmed unanimously to start as new Vice-Chair*

**AW withdrew from nomination as they didn't want to put themselves forwards but they were put forwards*

For Secretary - Nicholas Wright - was confirmed unanimously

4. Promotion Scheme Updates

RH - gave an update in regards to the changes of targets from The FA, the change in targets are: 3 to 2 observation, 20 to 15 submissions,

Season to continue as planned for 7 to 6, 6 to 5 and 4W to 3W but there will be one extra month ending in May.

Sub committee needed for mid-June
Need to nominate new members due to changes in officials on the committee - Stephen (Steve) Down / John Taylor / Alison Wade were nominated

Stephen (Steve) Down/John Taylor/Alison Wade / Russell Howes were all confirmed as promotion sub committee

RF - Have 5 games of Assistant Referee been removed?

RH - Yes

4W to 3W haven't changed unlike everything else.

AW - How many do we have on the promotion scheme?

7 to 6 - 26

6 to 5 - 12

5 to 4 - 18

4W to 3W - 1

RH - No promotion from 5 to 4, because there are no demotions from 2B downwards however this season will merge will into next season, meaning this seasons observation will carry on into next season.

5 to 4 observation to carry on in to the end of May, so get as many current this season over line due to fresh influx of new referees on the promotion scheme from next season. No candidate will have more than 4 over two seasons.

RF - When will the promotion be sent to the council?

RH - Ready for the next council meeting in October 11th

RH - The approach to bring Steven Downes in has been a great help with our 5 to 4 candidates as the quality of the observations has been increased significantly. We only observe on the senior level games, in the past you may have received promotion through just officiating at Hackney Marshes on Sunday.

At least 3 observations will be on step 6 and above therefore we may not promote as many as before but we will promote better quality.

Promotion application opening in May for July and Induction meeting in June

5. Development Group

General update for Development Group

PH - Restarting going forwards same setup mixture of face to face and virtual. Engagement with coaches and guest speakers. Coaches have been brilliant for what they have given London FA officials and the quality of the

observations been improved, with a lot less complaints in regard to observations

Recruitment, conversion, progression, retention KPIs are 7 to 6 and 6 to 5 ties in with the development aspect. We are for promoting quality not quantity.

JNH - question regarding development of referees (recruitment) for the catchment area in Croydon and the appointing on Tandridge league.

NW - Explained the boundaries challenges and where Croydon lies within Surrey and London.

RH - the appointing of officials is not done by county but leagues, but we will work on getting more coverage in and around London.

AW - If you have changed address which is outside 12 miles of charring cross, then would I have to move county.

NW - Yes you would have to leave the county.

JNH - What schemes have been discussed regarding retaining or recruiting of referees?

RH - Explained the academy program that we have in place and how the development group works.

6. Any Updates from Academies / IMFL

NW - Academies are open and running again new protocols are in place with COV-19. The referee coordinators are happy with the development of the referees. We need to look at ways of moving them on into wider football world as our next step.

SK - All is well. Some teams are not coming back due to cov-19 the season will be running until mid-June and 5 new team recruited for next season and we will now need to start recruitment of level 7s for the new season.

RH - NW to set up session with stakeholders regarding new referees for the Islington Midweek Football League

JNH - is scoring system regarding referee marks sufficient for the development of London FA referees?

RH - Explained how clubs treat the report marking and what some of the flaws are with this system. However, as it is an FA requirement there is not much counties can do apart from educate the usefulness of the document

JT - Referees being pressured by leagues not to submit discipline

NW - Advised to JT to let him know if any leagues are doing this then they must be raised immediately to LFA

DH - Training by CFA on how to be referee secretary should be offered by London FA?

NW - to work on DH point in the summer around the time of league sanctioning.

7. 2021 - 2022+

NW - Sub-committee for promotion already confirmed and discussed dates of meeting.

8. AOB

RF - chair, vice-chair and secretary to be sent Paul Bickerton (CEO)

JT - Thanks for Nicholas Wright for helping him with the recertification of safeguarding

*AW - no changing rooms, no toilets available for women during games - awkward situations have arisen for female referees with this being the case.

NW - Courses to start in June - FA are running the pilots - Tutors are due to be trained in the coming weeks. Long service awards arrived and ready to be sent.

NW - to add female referees back to the agenda items

NW - to welcome Stephen (Steve) Down to the committee

Next Meeting: will take place on Wednesday 12th May 2021, location will be via Teams.